

**FOR QUESTIONS ABOUT COMPLETING THE  
EQUAL OPPORTUNITY SURVEY**

- **Call the EO Survey Help Desk at (781) 372-7400**

**FOR FURTHER INFORMATION ABOUT OFCCP  
AND THE EQUAL OPPORTUNITY SURVEY**

- Visit OFCCP's web site at  
[http://www.dol.gov/dol/esa/public/ofcp\\_org.htm](http://www.dol.gov/dol/esa/public/ofcp_org.htm);
- Contact OFCCP's Ombud's office at  
**1-888-37-OFCCP**; or
- Contact the OFCCP **Senior Liaison Officer**  
for your region:

**Boston and New York Regions**

*(Connecticut, Maine, Massachusetts, New Hampshire,  
New Jersey, New York, Puerto Rico, Rhode Island,  
Vermont, Virgin Islands)*  
(212) 337-2007  
(212) 620-7705 FAX

**Philadelphia Region**

*(Delaware, District of Columbia, Maryland,  
Pennsylvania, Virginia, West Virginia)*  
(215) 861-5754  
(215) 861-5769 FAX

**Atlanta Region**

*(Alabama, Florida, Georgia, Kentucky, Mississippi,  
North Carolina, South Carolina, Tennessee)*  
(404) 562-2424  
(404) 562-2429 FAX

**Chicago Region**

*(Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota,  
Missouri, Nebraska, Ohio, Wisconsin)*  
(312) 353-0335  
(312) 353-2813 FAX

**Dallas Region**

*(Arkansas, Colorado, Louisiana, Montana, New Mexico,  
North Dakota, Oklahoma, South Dakota, Texas,  
Utah, Wyoming)*  
(214) 767-4797  
(214) 767-2149 FAX

**San Francisco and Seattle Regions**

*(Alaska, Arizona, California, Guam, Hawaii, Idaho,  
Nevada, Oregon, Washington)*  
(415) 975-4724  
(415) 975-4723 FAX

**Equal Opportunity Survey  
of Federal Contractor  
Establishments**



**Questions & Answers**

U.S. Department of Labor  
Employment Standards Administration  
Office of Federal Contract Compliance Programs

**Q. Why did I receive an EO Survey?**

Because your company is a federal contractor or subcontractor. Contractors, upon entering into a contractual agreement to do business with the Federal government, agree to make and retain employment records, as well as engage in certain self-assessments. The EO Survey is a request for some of that information. Federal contractors and subcontractors that receive the EO Survey must complete and return it, provided they now have at least 50 employees.

**Q. How does OFCCP define "federal contractor" and "federal subcontractor" for the purposes of EO Survey eligibility?**

In addition to having 50 or more employees, one of the following statements must apply to your company:

- (1) Your company or corporation has a Federal contract or subcontract of \$50,000 or more.
- (2) Your company or corporation is a financial institution that is an issuing agent for U.S. Savings Bonds and Notes.
- (3) Your company or corporation serves as a depository of Government funds in any amount.
- (4) Your company or corporation has Government bills of lading which in any 12-month period total or will likely total \$50,000 or more.
- (5) Your company or corporation has an open-ended or indefinite quantity Federal contract or subcontract (such as a procurement order or standing invoice) that will total \$50,000 or more.

**Note:** Your facility may or may not be the same location where your company or corporation is performing work under the federal contract or subcontract, but your facility is still considered a federal contractor establishment, and as such will be required to complete and return this EO Survey.

**Q. What will OFCCP do with my EO Survey data?**

EO Survey data gathered from thousands of federal contractor and subcontractor establishments like yours will provide OFCCP with better information earlier in the selection and scheduling process to improve decisions about the selection of contractors and alleviate unnecessary burdens on federal contractors by allowing for more focused reviews. OFCCP will also use the data to determine where and what kind of technical assistance and guidance is needed by federal contractors.

The Department of Labor is very sensitive to the confidential nature of the requested data. The Department will obviously follow the law for public disclosure under the Freedom of Information Act, but it is the policy and practice of the Department to vigorously protect the confidentiality of all data that it obtains through its compliance evaluation process.

**Q. Where in OFCCP's regulations is the EO Survey authorized?**

The regulations at 41 CFR Part 60-1 authorize OFCCP to use additional methods to evaluate a contractor's compliance with the regulations. Specifically, § 60-1.20 allows OFCCP to require a contractor to keep employment or other records and to furnish this information to OFCCP. The EO Survey is a request for some of that information. You may obtain the regulations from our web site, at [http://www.dol.gov/dol/esa/public/ofcp\\_org.htm](http://www.dol.gov/dol/esa/public/ofcp_org.htm). Click on Regulatory, Statutory & Executive Order Information.

**Q. How long do I have to complete the EO Survey?**

The EO Survey should be completed and returned to OFCCP within 30 calendar days of the date of receipt.

**Q. Why is an EO Survey needed?**

While much progress has been made to eliminate discrimination and thereby integrate women and minorities, persons with disabilities and veterans into America's workplaces, much more needs to be done. This EO Survey is designed to further that aim.

The EO Survey is intended to accomplish several important objectives: The EO Survey will improve the compliance evaluation process through which the Department reviews contractor performance of its nondiscrimination and affirmative action obligations. The EO Survey will allow OFCCP to obtain better information earlier in the process so that OFCCP can better use its scarce resources. It should also alleviate undue burden on contractors under review by allowing more focused reviews. Additionally, OFCCP wants to encourage compliance of federal contractors through self-audits and the EO Survey can serve as an important tool to that end.

**Q. Is the EO Survey available on the Internet?**

Yes, the Internet address for the EO Survey is <http://www.EOSURVEY.dol.gov>.

**Q. Who can I call if I have questions about completing the EO Survey?**

For more information on completing the EO Survey, call the EO Survey Help Desk at (781) 372-7400.